



BULLETIN

FEDERAL MEDIATION AND CONCILIATION SERVICE

SUBJECT: Recent Labor-Management Developments

76-BUL-95

To: FMCS Professional Staff

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From: Jerome T. Barrett, Director
Office of Technical Services

Date:

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The following items attempt to highlight some of the major-labor relations developments over the two-week period between July 12 to July 26, 1976. The information is summarized from various sources. If further details are needed on any item, consult the source indicated, if available, or call the Technical Information Center, (202) 653-5323, for further information.

GENERAL DEVELOPMENTS

Westinghouse, Three Unions Reach Accord, Ending Strike; Terms Match GE's Pact

*WSJ 7/21/76

Westinghouse Electric Corporation reached three year contract agreements with the IUEW, IBEW and UEW ending the first nationwide strike against Westinghouse since 1956. Preliminary pacts between the unions, which negotiated jointly, and the company were reached Monday night, July 19. The contract ratifying bodies of the three organizations approved the agreement Tuesday.

The settlements appeared to parallel roughly the settlement that the unions reached with GE. Hourly workers are to receive an immediate wage boost of 60¢ an hour and salaried employees will receive a 10% raise plus a COLA of \$19 a month. Skilled trades workers are provided additional raises of 5 to 50¢ per hour. In July 1977 and July 1978 hourly wages will be increased 4% or 25¢ an hour, whichever is greater.

Westinghouse will also pay "uncapped" cost of living adjustments in December of each year of the contract, with a freeze on payments as the CPI rises through a zone between 7% and 9%. The monthly pension benefits in the pact apparently were boosted 50¢ for each year of service above the company's previous offer. Under the new pact, the minimum pension benefit, for example, will range from \$7.50 to \$11 for each year of service. That's up from the \$7 to \$10.50 for each year of service that Westinghouse was offering.

Hospital Workers Accept Agreement on Arbitration

**NYT 7/19/76

The League of Voluntary Hospitals and Homes agreed July 19 to submit unresolved issues of the 11 day old strike to binding arbitration. The walkout, which idled nearly 40,000 workers employed at 57 nursing homes and hospitals, ended when members of the National Union of Hospital and Health Care Employees voted overwhelmingly to submit the contract dispute to binding arbitration. The agreement to arbitrate was reached with the assistance of Paul Yager, FMCS Regional Director in New York, and Commissioner Eileen Hoffman, FMCS Director Searce has named Margery F. Gootnick to arbitrate the dispute.

Contract Talks Set in Detroit

***WP 7/19/76

The Big Three automobile companies and the UAW are gearing up for contract negotiations which are likely to have nationwide economic importance. A strike by the UAW could stop the nation's economic recovery in its tracks.

The key issue this year is likely to be job security. According to UAW statistics in March of 1975, there were 137,500 workers at GM on indefinite layoff. Currently, about 25,000 to 30,000 workers are on indefinite layoff. UAW negotiating goals will fall in three areas: the SUB program; possible work sharing or work reduction programs; and the subcontracting of work to plants outside UAW jurisdiction.

GM and Ford officials say they would like to set some cap on health care benefits. According to one Ford official, costs have soared 110% over the last five years.

California Walkouts Imperil Fruit Crop

**NYT 7/22/76

A harvest time strike is now under way by the workers who process most of the nation's canned tomatoes, apricots and peaches. The walkout which began July 20 shut down 76 plants which handle 95% of California's canning production. 55,000 Workers are reportedly off the job. One California state official put the loss for California's agricultural owners, workers and communities at \$24 million a day. Shortly after the walkout began, James F. Searce, National Director of the Federal Mediation and Conciliation Service, called both sides to Washington for bargaining sessions.

Growth in Real GNP Slows to 4.4%

+DLR 7/20/76

The growth of the nation's economy as measured by Gross National Product adjusted for the effects of inflation slowed markedly during

the second quarter of 1976 to a 4.4% increase at an annual rate, contrasted with the speedy 9.2% advance in real GNP in the first quarter. Other early data from the Commerce Department's Bureau of Economic Analysis show GNP in current dollars climbed \$36.8 billion, or 9.3% in the second quarter, compared with an increase of \$48.0 billion, or 12.6%, in January-March. Most economists don't consider this as a reversal of the recovery trend.

White Collar Employment Shows Most Growth
Between 1969 and 1975

++The Record 7/76

Writing in a recent issue of "The Conference Board Record" Leonard A. Lecht reports that between 1969 and 1975 white collar occupations experienced more growth than any other employment group. State and local governments were the largest source of employment growth in the period up 2.5 million, while the health industry witnessed the largest percentage increase up 38%.

American Nurses Association Leads All the Rest

+++Hospitals 6/76

NLRB statistics for 1975 indicate that the organizing of white collar employees continues to increase, with unions winning bargaining rights for 10,635 professional employees in 1975 compared with 5,885 in 1974. Bargaining rights for the greatest number of newly represented white collar employees were won by the American Nurses Association. They won 46 of 72 elections to gain bargaining rights for 3,425 registered nurses.

CNA Expands Horizons

+++Hospitals 7/76

The Connecticut Nurses Association recently won bargaining rights for a second unit at Johnson Memorial Hospital, Stafford Springs, Connecticut. The new unit is unique (CNA Unit 67) for a nurses association in that it includes LPN's, x-ray technicians, O.R. technicians, inhalation therapy technicians, medical lab technicians, physical therapy technicians and assistants, and histology technicians. This new makeup may have a significant effect on future bargaining in the nursing industry.

New Techniques in Labor Dispute Resolution

#OTS 7/21/76

A report of the 23rd Conference of the Association of Labor Mediation Agencies and the 2nd Conference of the Society of Professionals in Dispute Resolution has recently been released by the Bureau of National Affairs. The report focuses on new techniques used in the resolution

of public employee dispute such as interest arbitration, mediation to resolution, med-arb, and fact finding with or without recommendations. Other methods of improving relations between public management and unions are also included. Among the contributors are Kenneth E. Moffett, Paul Yager, William Meagher, James F. Power and George Learney all of FMCS.

School Administrators Hold Founding Convention

##GERR 7/19/76

The American Federation of School Administrators and Supervisors receives its charter as the AFL-CIO's newest affiliate as 160 delegates representing all 54 AFSA locals across the nation gathered at the union's founding constitutional convention June 7-8 in New York City.

FMCS Weekly Report

###OMS 7/20/76

The week ending July 14, 1976, FMCS noted that approximately 261,682 employees were involved in work stoppages throughout the United States.

These employees were involved in 474 work stoppages. Thirty-eight of the work stoppages were in the major and/or significant category where 1,000 or more employees were in the bargaining unit.

The aforementioned totals include sixty work stoppages in the construction industry, involving 39,150 employees.

During approximately the same period a year ago (July 16, 1975), there were 424 work stoppages involving 167,867 employees in effect. Thirty-five of the work stoppages were in the major and/or significant category.

The following work stoppages in the major and/or significant category have been reported to FMCS since our last report:

Columbus Products and the IUE
Columbus, Ohio
1,100 Employees
Work stoppage began 7/12/76

Seattle Area Hospital Council
and the Washington State Nurses Assn.
Seattle, Washington
1,400 Employees
Work stoppage began 7/12/76

White Westinghouse, Mansfield
Products Co. Div., and the IUE
Mansfield, Ohio
1,100 Employees
Work stoppage began 7/12/76

University of Cincinnati and AFSCME
Cincinnati, Ohio
1,850 Employees
Work stoppage began 7/14/76

Babcock and Wilcox Company and the BBF
West Point, Mississippi - 1,390 employees
Brunswick, Ga. - 800 employees
Wilmington, N.C. - 800 employees
Work stoppage began 7/16/76

United Parcel Service and the IAM
State of Missouri
1,300 Employees
Work stoppage began 7/11/76

Westinghouse Electric Corp. and the IBEW
Athens, Georgia
1,250 Employees
Work stoppage began 7/12/76

Westinghouse Electric Corp. and the IUE, UE and IBEW
National Contract
Approx. 29,809
Work stoppage began 7/18/76

The following work stoppage in the major and/or significant category
has been reported as settled:

League of Voluntary Hospitals and Homes and Independents
and the RWDSU
New York, New York
40,000 Employees
Work stoppage began 7/7/76
Work stoppage ended 7/17/76

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- * WSJ - Wall Street Journal
 - ** NYT - New York Times
 - *** WP - Washington Post
 - + DLR - Daily Labor Report
 - ++ - The Conference Board Record
 - +++ - Hospitals Magazine
 - # OTS - Office of Technical Services
 - ## GERR- Government Employee Relations Reporter
 - ### OMS - Office of Mediation Services